

JOB SATISFACTION AMONG PRIMARY SCHOOL TEACHERS IN RELATION TO SELF DISCLOSURE

Jasmeet Bedi

Abstract

The main objective of the study was to study the job satisfaction among primary school teachers in relation to self-disclosure. To achieve the objective of the study, Dr. Virendra Sinha's Self Disclosure inventory(SDI) and Dr. Pramod Kumar and D.N.Mutha's Teacher Job Satisfaction Questionnaire(TJSQ) was employed. The sample consists of 150 primary school teachers of Moga Distt. of Punjab. The sample was categorized into rural and urban area and further it was categorized into male and female. The result revealed that primary school teachers have high job satisfaction and high self-disclosure. Further it is found that there is no significant relationship between job satisfaction and self-disclosure of primary school teachers with respect to locale and gender.

KEYWORDS: Job Satisfaction, Self-Disclosure and Primary School Teachers

INTRODUCTION: teacher is the maker of mankind and architect of the society. For this he is regarded as the embodiment of God in this cosmic figure. He needs to be conceived as a "Change Event" not mere a transmitter of knowledge. Teachers are the largest professional group engaged in human development activities and for enabling them to play their role effectively he must be satisfied. Job satisfaction of teachers depends upon the amount of happiness that he obtains in and through his work. It is accepted that a happy teacher is one who has both affection and regard for his profession and all this somehow depends upon self-disclosure. Self-disclosure is a way to be satisfied. The more we disclose, the more we will be satisfied which is the need of the hour.

JOB SATISFACTION: job satisfaction refers to the satisfaction of a worker in his work. It is the whole matrix of job factor that makes a person to like his own work situation and be willing to ahead without at the beginning of the work days. It refers to inner contentment or happiness for the person who engaged in the job. It shows the relationship between what one expects and what one achieves.

It is a source of satisfaction of an individual in his work. It is the state of mind of a person or attitude of a person towards his job. It includes the attitude of an employee towards steadiness of employment, supervision, opportunities, wages, working conditions, evaluation of work, fair treatment by employer. It can also be seen as an indicator of emotional well-being or psychological health. Locke defined job satisfaction is a pleasure or positive state resulting from the appraisal of one's job or job experience.

SELF-DISCLOSURE: It refers to the extent to which a person reveals things about himself to others. It is a behaviour which is assumed to be closely united with intimacy and results in satisfying inter-personal relationships. It is an inter-personal process in which a person communicates intimate information, personal feelings and actions with other person. Self-disclosure as a psychological term is sharing information which helps to understand the individual. It is both the conscious and unconscious act of revealing ourselves to others. Zeif defined self-disclosure is a measurable fact of man's being and his behaviour and

understanding of it is correlates which enriches understanding of him.

OBJECTIVES

- To study the job satisfaction among primary school teachers of Moga district of Punjab.
- To study the self-disclosure among primary school teachers of Moga district of Punjab.
- To study the relationship between job satisfaction and self- disclosure of primary school teachers.
- To study the relationship between job satisfaction and self- disclosure of urban primary school teachers.
- To study the relationship between job satisfaction and self- disclosure of rural primary school teachers.
- To study the relationship between job satisfaction and self- disclosure of male primary school teachers.
- To study the relationship between job satisfaction and self- disclosure of female primary school teachers.

METHOD

In the present study descriptive survey method was employed.

SAMPLE

The sample comprised of 150 primary schools teachers of Moga Distt. of Punjab. Out of which 75 were taken from urban area and 75 from rural area . The sample was equally balanced between male and female. The stratified random sampling was employed.

MEASURES

1. Self- Disclosure Inventory (SDI) by Dr. Virendra Sinha (1982)
2. Teacher Job Satisfaction Questionnaire (TJSQ) by Dr. Pramod Kumar and D.N. Mutha's (1985)

PROCEDURE

Before administering the test rapport was established with students and instructions were given in simple language. The responses made by the students to MDPI and BAI were recorded, tabulated and analysed using appropriate statistical

techniques.

ANALYSIS AND INTERPRETATION

Table 1: Mean scores of Job Satisfaction Of Primary School Teachers (Total sample)

N	Mean	S.D.
150	23.33	4.21

Table 1 : Show the mean scores of job satisfaction is 23.33 and S.D. is 4.21. The lower mean scores reveal that primary school teachers have high job satisfaction.

Table 2 : Mean scores of Self-Disclosure Of Primary School Teachers (Total sample)

N	Mean	S.D.
150	382.66	116.3

Table 2 Show the mean scores of self- disclosure is 382.66 and S.D. is 116.3. The higher mean scores reveal that primary school teachers have high self-disclosure.

Table 3: Co-efficient of correlation between Job Satisfaction and Self- Disclosure Table 3 shows the coefficient of correlation between job satisfaction and self-disclosure

Group	N	r	Level of significance
Job satisfaction	150	-0.092	Not significant
Self -disclosure			
Job satisfaction (urban)	75	-0.149	Not significant
Self -disclosure(urban)			
Job satisfaction(rural)	75	0.00067	Not significant
Self -disclosure(rural)			
Job satisfaction(male)	75	0.138	Significant*
Self -disclosure(male)			
Job satisfaction(female)	75	-0.245	Not significant
Self -disclosure(female)			

Table 3 shows the coefficient of correlation between job satisfaction and self-disclosure of primary school teachers which comes out to be -0.092 which is not significant at both level of confidence. Further it shows correlation between job satisfaction and self-disclosure of urban primary school teachers which is not significant at both level of confidence. Further it shows correlation between job satisfaction and self

disclosure of rural primary school teachers which is not significant at both level of confidence. Further it reveals correlation between job satisfaction and self-disclosure of male primary school teachers which is significant at 0.05 levels and non-significant at 0.01 level of confidence. Further it depicts correlation between job satisfaction and self-disclosure of female primary school teachers which is not significant at both level of confidence.

RESULT AND CONCLUSIONS:

- Mean scores of job satisfaction show primary school teachers have high job satisfaction.
- Mean scores of self-disclosure show primary school teachers have high self-disclosure.
- No significant relationship is found between job satisfaction and self-disclosure of primary school teachers.
- No significant relationship is found between job satisfaction and self-disclosure of urban primary school teachers.
- No significant relationship is found between job satisfaction and self-disclosure of rural primary school teachers.
- Significant relationship is found between job satisfaction and self-disclosure of male primary school teachers.
- No significant relationship is found between job satisfaction and self-disclosure of female primary school teachers.

EDUCATIONAL IMPLICATIONS

- This study has practical implications for administrators, Principals, H.R.D., U.G.C. to provide better opportunities to teachers at work place to make them more satisfied.
- It will also help the govt. to frame such policies for teachers that raise the status of teachers

which definitely make them more satisfied.

- It will also help to know the attitude of teachers towards their profession.

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